

July 1, 2018

Re: Final Offer of Certificated Employment with Green Dot Public Schools California

Dear **Chaleese Norman**:

On behalf of Green Dot Public Schools California ("GDPS"), a California nonprofit public benefit corporation, I am pleased to offer you a full-time, exempt certificated position as **Principal at Animo Compton Charter School**. GDPS believes that you will add great value to its mission to help transform public education so ALL students can graduate prepared for college, leadership and life.

This Offer of At-Will Employment sets forth some of the terms and conditions that will govern your employment at Green Dot. Additional terms and conditions of your employment are set forth in Green Dot's Employee Handbook of Policies and Procedures ("Employee Handbook").

Start Date: Your first date of employment with GDPS is **July 1, 2018**.

Base Salary: Your base salary will be **\$140,077.00** per year, which is based upon your eight (8) years of previous certificated administrative experience which places you in 9 of the 2018 - 2019 Principal administrative salary schedule, payable on the 10th and 25th of every month as is customary for salaried exempt employees of the Green Dot Public Schools and in accordance with normal payroll practices. Future salary progression is based on the administrative salary schedule. You will also be paid a \$15,000 financial incentive.

Your position is considered to be "exempt," therefore you will not be entitled to overtime pay, and you will be expected to work the hours necessary for the successful completion of your objectives.

Employment Status and Credential: To date, GDPS has confirmed you have a valid preliminary Administrative Services Credential as required by the California Commission on Teacher Credentialing and/or the Elementary and Secondary Education Act of 1965, as amended (e.g., Temporary County Certificate, Certificate of Clearance).

Live Scan and Tb Test: To date, GDPS has received your satisfactory criminal background results and valid tuberculosis (TB") test results prior to employment.

Benefits: You will be eligible to participate in GDPS' medical, dental, vision, life, and 401(k) plans, as well as the mandatory California State Teachers' Retirement System ("CalSTRS"), all subject to the terms and conditions contained in the applicable plan documents and policies. GDPS offers several options for medical/dental/vision benefits packages, one of which is at no charge to you. During the **2018-2019 school year**, GDPS is required contribute **16.28%** of your gross annual salary to CalSTRS.

Breach of Contract: When accepted and the contingencies completed, this Final Offer of Employment becomes your contract during your employment at GDPS. Should you breach this contract (e.g., resigning from GDPS during, or prior to the beginning of, the school year), GDPS may seek legal action against you regarding such breach of contract to recover any related damages/losses (e.g., the cost of finding a suitable replacement). In the event that you breach this contract, GDPS expects that you will not relinquish your position until it finds a suitable replacement.

Workers' Compensation: The name, address, and telephone number of GDPS' workers' compensation insurance carrier is as follows:

Security National Insurance Company
Policy # SWC1050358
P.O. Box 2359
San Francisco, CA 94126
800-216-7700

Immigration Compliance: For purposes of federal immigration law, you will be required to provide to GDPS documentary evidence of your identity and eligibility for employment in the United States. Such documentation must be provided to us within three (3) business days of your date of hire. Failure to provide appropriate documentation within three (3) days of hire may result in immediate termination of employment in accordance with the terms of the Immigration Reform and Control Act of 1986, as amended.

Entire Agreement and Changes: This Final Offer of Employment and any other documents referenced herein set forth the full terms and conditions of final employment between GDPS and you with respect to the subject matter hereof, and merges and supersedes all other communications or prior agreements between GDPS and you with respect to such subject matter. The terms of this Final Offer of Employment may only be changed, in writing, after prior written approval is obtained by a chief officer at GDPS.

GDPS looks forward to having you join the team! Please sign below within five (5) days of receipt of this Offer of Employment.

Sincerely,

Cristina de Jesus

Cristina de Jesus (Jul 2, 2018)

Cristina de Jesus, Ed.D.
President & Chief Executive Officer
Green Dot Public Schools California

AGREED AND ACCEPTED:

Chaleese Norman

Chaleese Norman (Jul 2, 2018)

Chaleese Norman and Date